

VOCATIONAL REHABILITATION

Making It Work

Department of Education

A Student's Story

Beyond Limits

Carrie Miller is a great example of someone who knows no limits. She says this herself when asked what advice she would offer to other students with disabilities. She tells them, "Push yourself over your limit because sometimes when you push yourself to your limit, you find out you don't have a limit."

Carrie is someone who could have let her disability limit her achievements. She has a specific learning disability that makes math and reading comprehension difficult for her. However, according to Vocational Rehabilitation (Voc Rehab) Transition Specialist Ryan Stamm, Carrie has an incredible work ethic. That, along with additional assistance, has made her successful in graduating from Logan View High School and now in attending Northeast Community College in Norfolk.

School has not been easy for Carrie. She says that she used to hide her disabilities from her classmates because they made fun of her. She goes on to say, "But then after awhile, I figured out that,

yeah they make fun of me, but some other people have the same problems I do. I'm not the only one."

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Focus on Employment:

Employers Speak

Who knows better than employers what it takes to be successful on the job? Representatives from Nebraska employers have shared their suggestions for success to be passed along to you. Check out the advice this employer has for students as they begin interviewing for jobs.

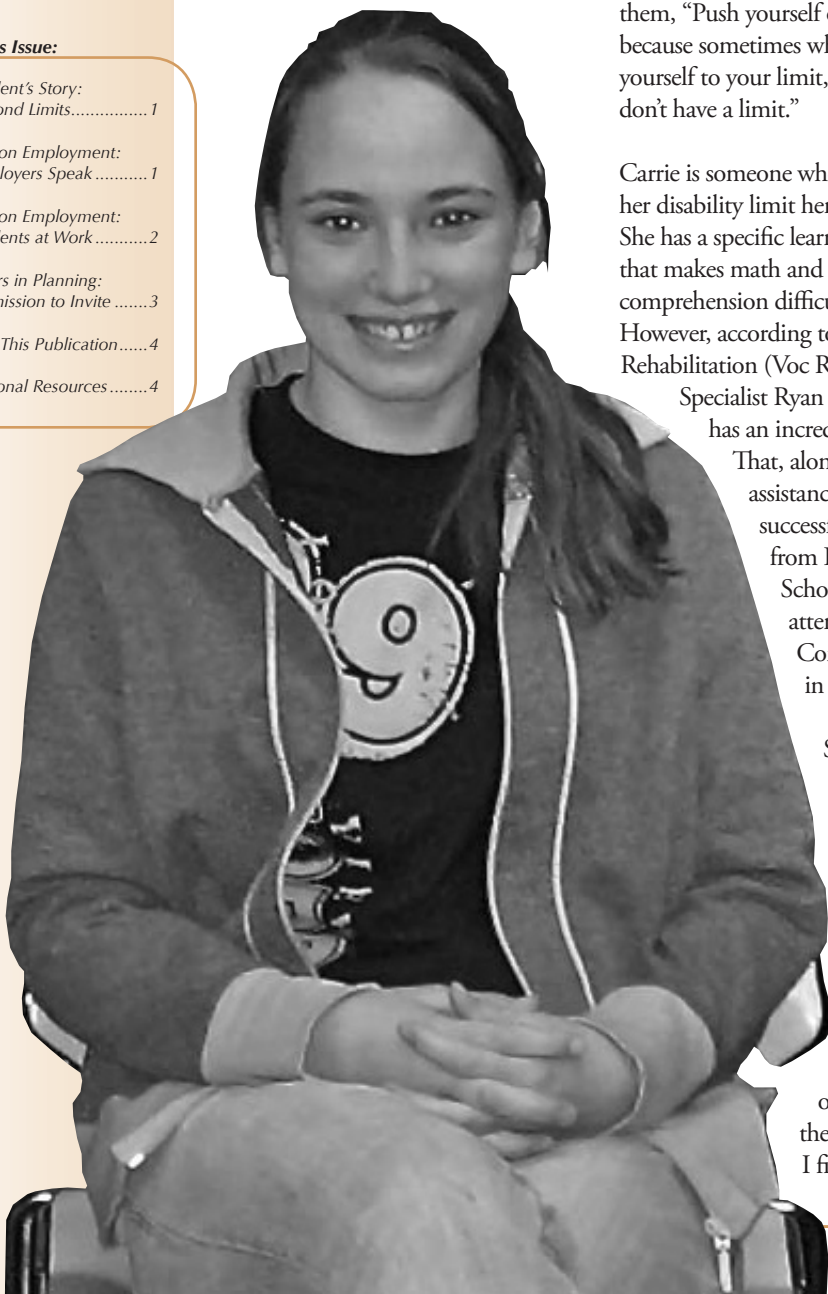
1. When completing an application, make it legible and don't leave any areas blank.
2. Give good contact information, preferably two phone numbers (home and cell).
3. If you get an interview, be on time – not too early and never late.
4. Dress for the job. Sandals or open-toed shoes are not suitable for a manufacturing facility.
5. When listing references, make sure they know you are using them as a reference.

This excellent advice was provided by:
Rick Earnest, Senior Human Resources Representative

 **Husqvarna**

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Carrie Miller

Students at Work

**Whether a
part-time job
during the
school year
or a summer
job, there are
certain rules
that apply
to teens and
work.**

Are you a student looking for a job? Whether a part-time job during the school year or a summer job, there are certain rules that apply to teens and work. Here's some information to help you figure out what's allowed and what's not.

What Jobs Can I Do?

When you are 13 or younger...

You can babysit, deliver newspapers, or work as an actor or performer.

When you turn 14...

You can work in an office, grocery store, retail store, restaurant, movie theater, or amusement park.

When you turn 16...

You can work in any job that is not hazardous. This means you cannot work in mining, logging, meatpacking, roofing, excavation, or demolition. You cannot drive a car or forklift. You cannot work with saws, explosives, radioactive materials, or most power-driven machines.

When Can I Work?

If you are 14 or 15, you can work...

- Outside school hours
- After 7 a.m. and until 7 p.m. during the school year (9 p.m. in the summer)*
- 3 hours on a school day
- 18 hours in a school week
- 8 hours on a non-school day
- 40 hours in a non-school week

**Note: In Nebraska, there are special permits that allow employment of 14 and 15 year olds before 6 a.m. and after 10 p.m., provided there is no school scheduled the following day. Employers must apply for and be granted these special permits by the Department of Labor.*

If you are 16 or older you can work...

- Any day
- Any time of day
- Any number of hours

***Note that different rules apply to work on farms.*

Want to Know More?

Additional general information regarding youth employment may be found at: www.youthrules.dol.gov.

Information regarding Nebraska rules and regulations on the employment of minors may be found at: <http://www.dol.nebraska.gov/nwd/center.cfm?PRICAT=2&SUBCAT=5E>.

Or, call Nebraska WorkForce Development toll free at: **1-800-833-7352**.

Information regarding federal requirements may be obtained by calling the U.S. Department of Labor, Wage and Hour Toll-Free Help Line at **1-866-487-9243**.

(Source: YouthRules! U.S. Dept. of Labor)



Beyond Limits

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In high school, she learned to ask teachers and classmates for help and to stay after school to get assistance with homework. Accommodations made during high school allowed her to have tests read to her by the teacher and to use notes when taking tests.

Now that Carrie is in college, she continues to utilize accommodations to assist with her coursework. She has the Dragon Naturally Speaking speech recognition software on her laptop and also has others read materials to her. Her textbooks are on disks and tests are

read to her on the computer. All of these accommodations were made possible by providing necessary documentation and working with the Disability Services Office at the college before she began taking classes.

What keeps Carrie going and drives her career path? Carrie has been raising and showing cattle for most of her life. She was active in Future Farmers of America and 4-H in high school and also participated in tractor pulling. These experiences have led her to a career goal of working as a salesperson for fertilizer and seeds or possibly other farm related jobs. In order to meet this goal, she is currently majoring in Agri-Business

at Northeast Community College. In this program, students take a variety of classes in agri-business along with hands-on-activities and internships in areas such as crop production and livestock. An internship will reinforce Carrie's skills and information learned in the classroom will allow her to build her resumé and gain references for future positions.

College may be a lot to manage, but Carrie is no stranger to a busy schedule. Her background in showing cattle has provided her with valuable experience in managing her time and attention to detail. Ryan Stamm says that raising and showing cattle takes up a lot of her time

Permission to Invite

Early involvement of adult agencies is necessary to ensure that services and supports are available and in place when the student is ready to leave high school.



As a parent of a student with a disability, you may have recently encountered a new step in the process for your son or daughter's Individualized Education Program (IEP) meetings. That new step involves asking for your permission to invite outside agency staff to the meeting, a requirement commonly referred to as "consent to invite". If you're wondering where this new requirement came from, the purpose, and the process - read on.

What is the requirement?

Federal regulations for the Individuals with Disabilities Education Act (IDEA) and Nebraska's Special Education regulations (Rule 51) require the school district to invite to IEPs a representative of any participating agency that is likely to be responsible for providing or paying for transition services. The regulations state that this invitation be issued only with the consent of the parents.

Why is parental consent necessary?

Consent to invite others is one method of protecting confidentiality of discussions that take place at IEP meetings. As you know, topics discussed at IEP meetings can be of a sensitive, personal nature.

Why should outside agencies be invited?

Outside agency involvement is key to successful transition planning. Educational services and programs should be designed to ensure a smooth progression for the student from school to post-school activities. In some instances, agencies may become involved and begin providing services to the student while he/she is still in high school. In other instances, agency services may begin once the student leaves high school.

Early involvement of adult agencies is necessary to ensure that services and supports are available and in place when the student is ready to leave high school. Services provided during high school may lessen the need for further involvement later. Certain services may begin in high school and continue as the student enters the adult world. Some agencies have waiting lists for their programs, so early involvement with them may prevent a gap in services after high school. Whatever the case, coordination and communication are important.

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Beyond Limits

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and may even conflict with school at times. But, he goes on to say that, "She is definitely one of the hardest working students I have ever seen and knows no other way to do it. School will be hard for her, but there will not be another student that will work harder than she will."

Carrie recently added another activity to her already busy schedule. She is a member of the newly formed Nebraska Youth Leadership Council. This group of young people comes together on a regular basis to discuss issues that are important to Nebraska youth with

disabilities. The group also provides leadership activities for members and serves as an advocacy group for all youth with disabilities.

Kristi Berst, Nebraska Youth Leadership Council Facilitator, speaks highly of Carrie's skills and shares that Carrie recently helped promote the Leadership Council by speaking to a group of over one hundred students at a transition conference. It is obvious that Carrie and others will benefit from her participation in the Council.

Last, but not least, it is important to mention the role of Carrie's family in her life. She is quick to note that the

people who have helped the most in her life are her parents. Her family's farming background and experiences have obviously shaped her career goals. Carrie is currently living with her sister while attending college. This living arrangement is of mutual benefit, as Carrie helps around the house and babysits while, in return, she lives there rent free.

A final bit of advice from Carrie for other students with disabilities: "Don't give up on your dream. The more I worked toward what I wanted, the easier it went and the more I found out that it could be a fun ride."

Enjoy the ride, Carrie!

Permission to Invite

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Agency participation in IEP meetings is one method of ensuring that this coordination and communication takes place.

What agencies are included?

There is no specific list of agencies to which this requirement applies. Two agencies who are commonly partners in transition planning are Vocational Rehabilitation and the Division of Developmental Disabilities. Other agencies may be identified by you or other members of the IEP team, as appropriate to the needs of the student.

How do I give my consent?

Prior to each scheduled IEP meeting, the IEP manager for your child's team or other designated school personnel will ask you to complete a consent form. The form will list specific agencies and you may either give consent to invite a representative from each of those agencies or you may deny issuing the invitation. At the same time, you will be asked to indicate whether you give consent for specific student records to be released to the agency.

What if I don't give consent?

This is your choice. If you choose not to invite an agency representative, the IEP will continue as scheduled.

Can I change my mind?

Whether you initially grant or deny consent, you always have the option to change your mind. If you've given consent, it can be withdrawn at any time. If you've denied consent and now wish to invite agency representatives to future IEP meetings, you can sign a new form.

Want more information?

If you would like further information regarding this requirement or have any other questions regarding services for students with disabilities, contact Parent Training and Information (PTI) Nebraska. Information may be provided at no charge by calling them toll free at: **(800) 284-8520**.

You may also e-mail PTI at: info@pti-nebraska.org.

Visit the PTI website at: <http://www.pti-nebraska.org>.

For More Information:

Contact the
State Vocational
Rehabilitation Office
in Lincoln at
1-402-471-3644
or toll free at
1-877-637-3422.

You may obtain
information on the
Voc Rehab Service
Office in your area by
calling these numbers
or accessing the
Service Office listing
on the web at:
[http://www.vr.ne.gov/
offices/index.html](http://www.vr.ne.gov/offices/index.html)

About this Publication

This publication, produced by Nebraska Vocational Rehabilitation, is intended for students with disabilities and their families. The next issue, Volume #33 is scheduled for distribution in early 2010.

Please contact us if you:

- Would like additional copies of this publication.
- Have questions or would like more details about any of the information contained in this issue.
- Have a success story you'd like to share with us.
- Have suggestions for topics for future issues.
- Wish to be removed from the mailing list for this publication.

To view previous issues of this or other Vocational Rehabilitation publications, or to receive a free subscription to these publications, go to: <http://www.vr.ne.gov:4000/subscribe>.

You may also contact the Vocational Rehabilitation State Office toll free at 1-877-NE-REHAB (1-877-637-3422) to receive these publications.

Additional Resources

If you have questions or concerns about services from Vocational Rehabilitation or are looking for additional disability resources, contact the Hotline for Disability Services/Client Assistance Program at **1-800-742-7594** or in Lincoln at **402-471-0801** or e-mail Victoria at: victoria.rasmussen@nebraska.gov.

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